NAME OF COMPONENT:
AIA Chicago

COMPONENT SIZE:
1,000+

POINT OF CONTACT:
Carl Sergio

PROGRAM TITLE:
Bridge Mentorship Program

PROGRAM STYLE (presentation, panel, activity, etc):
(2) small groups discussions, (1) guest speaker, (1) cocktail reception

PROGRAM DURATION (60 minutes, half day, multiple day, etc):
(5) two-hour sessions, one every two weeks in the Fall, with informal Spring reunion

PROGRAM CEUs (HSW or LU if applicable):
1–3 hours, TBD

PROVIDE A BRIEF DESCRIPTION OF THE PROGRAM:
Program matches emerging professionals (by application only) with AIA Fellows in a one-on-one mentorship relationship for professional development, while providing a series of evening sessions for the mentees to get to know their cohort as well as the other Fellows.

Program has been successful at creating long-lasting relationships between mentee and mentor as well as among the overall mentee cohort.

WHO IS THE INTENDED AUDIENCE (include size and demographic)
Applicants are typically 3–8 years (but as much as 12) out of school, involved in their community (AIA or otherwise), and seeking to figure out their next career move. Eligible membership could be as much as 2,000 people.
HOW DOES YOUR PROGRAM ADDRESS THE CORE MEMBER SERVICE?
(core member services are: Member Communications, Education, Advocacy, Public Outreach, Governance, Finance & Operations, and Membership)

Primarily Education, via career development of mentorship relationships.
Secondarily Membership, by building and strengthening a network of Emerging Professionals, while also connecting them into AIA Chicago (and requiring membership for participation).

HOW (list the steps or process to implement this program, be as specific as possible. Provide sample agenda of applicable)

- April: reunion of past year’s participants
- May: review application and potential schedule for the year
  - review potential session locations, including repeats and new ideas
- June: applications open, email past participants for
  - recommendations confirm participation of past mentors
  - begin confirming session locations
- July: applications close
  - committee review of applications (typically accept ~17 out of 40–60 applicants) confirm final participant numbers (contact additional mentors if needed) confirm session locations (firms, showrooms, AIA Chicago office, etc.)

August: mentee orientation

September: (2) program sessions

October: (2) program sessions

November (1) program session
(We are looking to expand the program by 1–2 sessions)
WHAT ARE THE LEARNING OBJECTIVES? (provide sample learning objectives that can be used as is or slightly modified to cover program content)

There are no formal learning objectives (but obviously this will have to change to achieve CEUs). Currently the one-on-one relationships are primarily driven by the mentees- their questions, their needs, their curiosity, and by the mentors and the experience they have to share. The guest speaker varies each year, with the only overarching goal being that their topic is high-level, thought-provoking, and relevant both to the field of architecture and to the growth/development interests of the participants. Finally, the discussion sessions include conversation starter questions designed to provoke conversation about career development, leadership, the future of the industry, etc.

WHAT IS THE BUDGET? (include all costs including sponsors, grants, and other outside funding)

There is no formal budget from AIA Chicago- we operate on zero dollars. But the host locations (firms, vendor showrooms, etc.) provide drinks and appetizers for us, at a cost of a few hundred dollars per session. We have started looking at pursuing additional funding to pay for a guest speaker honorarium.

LINKS (resource website, file library, etc.)

https://www.aiachicago.org/community/bridge/
I can provide a formal set of documents related to the operations of the program, if needed.